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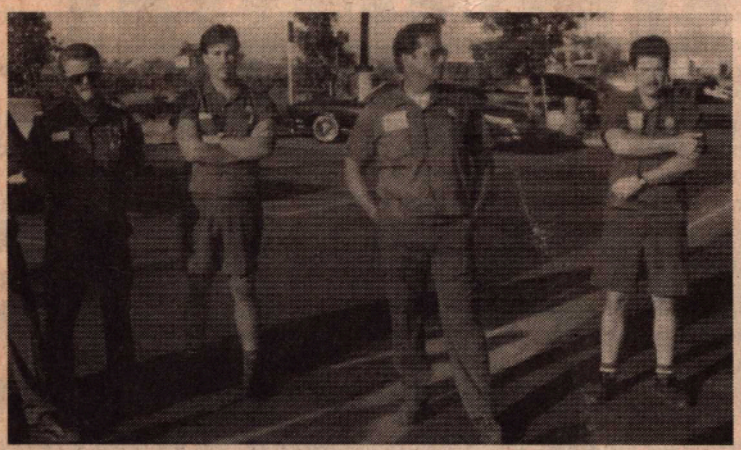
UPS workers say: We're ready to Strike!



THE CONTRACT covering about 190,000 members of the International Brotherhood of Teamsters at United Parcel Service expires July 31.

Part-timers—now more than 60 percent of the workforce—are looking for their first raise since 1981 and a transition to full-time jobs.

Feeder drivers want an end to subcontracting, while package car drivers demand that air delivery be handled by full-time employees.

And all Teamsters demand safer working conditions, especially in handling packages over 70 pounds.

But UPS bosses have other ideas.

Despite earning more than $4 billion in profits over the last four years, they have the nerve to ask for even *more* givebacks.

Here are just a few of the outrageous demands UPS made during negotiations in April:

- *Eliminate even more full-time jobs* by allowing part-timers to do *all* air pick-up and delivery
- *Offer a measly $100 bonus* for new hire part-timers after 30 days and additional bonuses after three and six months—with *no* increase in pay for current part-timers
- *Complete company takeover* of health, welfare and pensions
- A *seven-year contract* to lock in low wages and poor working conditions into the next century

None of this should be surprising.

UPS forced a strike in 1994 by raising the weight limit on packages to 150 pounds—without informing the union.

The one-day strike shut down about half of UPS—no thanks to the "old guard" officials opposed to Carey, who ordered workers *not* to walk out.

This played into the hands of management, who slapped the Teamsters with a $50 million lawsuit, which is still in the courts.

Managment also called every one of the 165,000 Teamsters at that time to tell them the strike was illegal.

But despite the stab in the back by the old guard and management's tough talk, the strike forced UPS to back down.

The company signed an interim agreement that gave workers the right to ask for assistance from another Teamster in lifting any package over 70 pounds.

CAREY WALKS OUT

Now UPS is trying scare tactics again by demanding concessions.

This led Teamster President Ron Carey to suspend negotiations for several weeks May 16.

But the union petition demanding full-time jobs does not include a number of jobs—or a figure for a raise.

In 1982, the old-guard Teamster leadership allowed a two-tier pay scale for part-timers.

The next year, UPS net profits rose an incredible 47.6 percent.

If UPS wages had simply kept up with inflation since then, part-timers would be making $14 per hour today.

That is why many union activists are calling for *at least* a $4 per hour raise.

And union while the union demands 15,000 full-time jobs for part-timers over three years, UPS can afford to make tens of thousands of part-timers into full-timers and still make massive profits.

That is why a group of part-timers have circulated a petition calling for full-time status after five years seniority. Period.

And many part-timers report that workers are talking strike.

"READY TO STRIKE"

"At first people were a little afraid of striking," said Dave, a part-timer in Detroit.

"Now they say we are going to have to strike if we're going to get anything."

Peter, another part-timer in Chicago's Jefferson Street hub, agreed.

"There's a lot of anger. People say, 'hell yeah, we're ready to strike.'"

"A woman said to me, 'for 15 years they've been screwing part timers. It's about time we get our share.'"

Roger, a part-timer in Richmond, Calif., said, *"We've got the high cards now.*

"I say, strike 'em." ■

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Fighting discrimination at UPS

UNITED PARCEL Service has had a long—and well-deserved—reputation for discrimination on the basis of race and sex.

When the company grew massively in the early 1970s, it was notorious for hiring as few women, Blacks and Latinos as possible.

In 1978, Ed Hill, then a package car driver in Cincinnati, told a conference of the UPSurge rank and file organization:

"What I have to say centers around racism and sexism. And UPS is a prime example of it. We've had people fired for just being a different color. We've had people fired just for being a woman."

Today, UPS hires far more Blacks and Latinos. But it keeps the vast majority in part-time, low-paid positions.

And women workers—especially part-timers—still face sexism on a daily basis.

The recent scandal in Rockford, Ill.—where six supervisors were fired for sexual harassment of young women part-timers—is just the tip of the iceberg.

Racism and sexism are central to UPS supervisors' "divide-and-conquer" methods.

That it is why it is critical for UPS workers and the Teamsters to stand up to the company on these issues.

Lawsuits filed by the NAACP and others have publicized details of UPS's racist practices.

But since the NAACP lawsuit aims at promotions for supervisors as well as workers, it won't address the ways in which UPS management uses discrimination to keep up the inhuman pace of work and keep pay low.

Teamster President Ron Carey should make UPS's discrimination a major issue in contract negotiations.

The union ought to provide special "EZ" grievance forms for racial and sexual harassment, just like those for over-70 violations and supervisors working.

Package driver Ed Hill in 1978: UPS' racism is a union issue

Fighting racism and sexism is essential for every UPS worker in order to challenge management abuse of all workers. ■

Bay area workers sue UPS over racism

by SUSAN SANDLIN and TODD CHRETIEN

SAN FRANCISCO—About a dozen Asian, Latino and Black full-time UPS package drivers from the Portrero Hill hub here will soon file a racial discrimination lawsuit against UPS.

"After years of racist incidents, UPS sent some managers to racial sensitivity training," said six-year UPS driver LeRoy Perry, who is Black.

"But they will just wait for things to die down unless they're slapped real hard.

PHYSICAL ASSAULT

Even though the suit has not yet been filed, managers have already retaliated against two of the drivers, including a physical assault on one, according to their lawyer, Larry Murray.

The driver who was assaulted told *Socialist Worker* that *"even if you report a case of racial abuse, nine times out of 10 they never get back to you."*

Lorenzo Gonzalez, a 10-year driver and a former shop steward who initiated the suit, said that *"management lets racist incidents happen between drivers to keep them apart.*

"Managers never discipline white drivers for racist remarks."

RACIST MANAGERS

But most of the racism comes from the managers themselves.

Over the past decade, Gonzalez has recorded dozens of racist acts by managers.

At a company picnic in 1993, supervisor Mike Timbo called him a *"fucking Mexican"* in front of his coworkers and their families.

In 1991, supervisor Randy Humphries called Gonzalez a *"wetback."*

After Gonzalez reported this to senior management, Humphries retaliated by hounding Gonzalez, saying *"damn, do I have to speak in Spanish to you?"*

UNPAID HOURS

Managers also routinely coerce Gonzalez and other minority drivers to work unpaid hours by working through breaks and overloading their trucks.

"And it's not just us," said Gonzalez. *"If you check all the time sheets of pre-loaders [who are about 70 percent Black], they're shorted five to 20 minutes a week, which for 200 people is a lot of money."*

In March, Gonzales told *Socialist Worker* that he had tried to take up the issues through union grievances.

"When I was a steward, I was everyone—I was gay, I was Chinese, I was a woman. Whoever the supervisors were going after, I would stand up for them."

Unfortunately, the conservative old guard leaders of the workers' union—Teamsters Local 278— has done next to nothing to fight discrimination at Portrero Hill.

"The union doesn't come to the rescue of Teamsters like they should," said Perry. *"We can't trust the union to come to our defense because they are always trying to make a deal with management.*

"That's got to change. All the drivers are in one union and we should all stick together. We should all defend one another." ■

Chicago UPSurge rally,1976: interacial unity is key in fighting UPS

Here are excerpts from the NAACP class-action federal lawsuit against UPS:

TIM MAPFUMO, a package driver in Oakland: *"In 1984, a supervisor called me a 'nigger'... In 1985 [when Mapfumo was a sorter], another Caucasian supervisor would consistently follow me to the bathroom and use his watch to time my bowel movements, and the times I went to urinate.*

"The stress of being followed into the bathroom by a supervisor made me sick."

MARAN WILSON, also a package driver in Oakland: *"In 1990, a racist Caucasian supervisor refused my request for an appropriate hand truck to use for deliveries.*

"He insisted that I use one that was clearly inappropriate and I sustained a back injury which troubles me to this day.

"Whenever I had medical appointments and requested time off to attend to my health, this same supervisor would say, 'Oh, you are strong and big. You Black people don't need to see doctors.'

ERSKINE GARRETTE, a package driver in San Diego: *"I have been subjected to a hostile work environment because of my race.*

"For example, a non-African-American supervisor repeatedly and openly told racist jokes to UPS employees and supervisors in my presence.

"Despite my complaints and protests to management about these comments, this supervisor was not disciplined for his behavior." ■

Who is UPS?

By JENNIFER ROESCH

UNITED PARCEL Service is one of the most powerful companies in the U.S. today.

The company raked in over $21 billion in revenues and $1.2 billion in profits in 1996.

This made UPS rank third on *Forbes'* list of the most profitable corporations.

UPS is also the world's largest package delivery company.

Worldwide, the company employs over 300,000 workers, most of them in the U.S.

These workers deliver over 12 million packages a day.

The total value of these packages in a year is equal to 5.5 percent of the U.S. gross domestic product, making UPS a big player in the nation's economy.

Because UPS stock is privately held, it calls itself an "employee-owned corporation."

In reality, it is an owner- and manager-owned corporation.

Over the last four years, UPS handed over $1 billion in bonuses to managers and executives.

Yet during this same period, management reduced full-time job opportunities.

The company promises that if you stick it out, you will get a full-time job someday.

Yet only a small minority of part-timers ever get promoted to driver jobs.

Promotions which do take place are based on increasing the workload, while decreasing the number of workers doing the job.

So supervisors routinely violate the contract by doing union work while union employees remain without the hours necessary to bring home a decent paycheck.

UPS's public relations specialists like to paint an image of UPS as one big happy family.

For the people who work there, though, it's more like an abusive relationship. ■

The UPS town house in Washington, D.C.

UPS' pals in D.C.

JUST THREE blocks from the Capitol, UPS owns an elegant two-story town house.

The 412 members of Congress who dropped by last year collected $1.3 million in campaign contributions from the company.

They strolled in, enjoyed a meal or cocktails with a UPS representative, and pocketed checks for as much as $4,500.

According to UPS spokeswoman, Gina Ellrich:

"It's our way to have a more personal chance to spend time with a member. It allows a chance to talk about our business and for them to get a chance to understand it in a different setting."

In 1994, the year Republicans took control of Congress, the company coughed up $2.6 million in campaign contributions.

During the Republican convention last August, UPS hosted a party aboard a yacht called *High Spirits.*

All these checks and parties make UPS the largest political action committee in D.C.

What could be worth so much money? Making sure workers aren't protected on the job.

UPS's No. 1 priority on Capitol Hill is the weakening, if not gutting, of safety guidelines and enforcement. ■

The most dangerous ship in the shipping business

UPS GUARANTEES safety for all the packages it delivers.

It won't make that promise to its workers, though.

One in every three workers is injured on the job— two and a half times the industry average.

Each year, the federal Occupational Safety and Health Administration (OSHA) receives more complaints about UPS than any other company.

The company pays almost $1 million a day in workers' compensation.

And since 1990 alone, UPS has been fined over $3.7 million by OSHA.

POCKET CHANGE

But this is pocket change to UPS management.

As long as they keep raking in the profits, they'd rather pay the penalties than create a safe workplace.

OSHA has repeatedly provided guidelines for how UPS could increase health and safety.

In 1994, the company raised the weight limit on packages without consulting the union.

1994 STRIKE

This forced a one-day strike that led to an interim agreement that gives Teamsters the right to ask for assistance in lifting any package over 70 pounds.

Since then, UPS has tried to buy workers' silence on safety issues by letting them attend phoney safety committee meetings on the clock with free pizzas or other refreshments.

While supervisors sweet-talked the workers about safety, UPS lobbyists went all-out in 1995 to convince their friends in Congress to gut OSHA funding and regulations.

UPS is the most competitive company in the industry because it delivers heavier packages with fewer people than any of its competitors.

UPS literally makes its money off the backs of its employees. ■

UPS nearly downs Clinton

WHEN TRAVELING to Europe in late May, President Clinton experienced UPS's flagrant disregard for safety first-hand.

The president's plane, Air Force One, was forced to change course suddenly when it came dangerously close to a UPS cargo plane.

The UPS pilot did not know he was close to the other plane because the UPS 747 was not equipped with the Traffic Alert and Collision Avoidance System.

The system is required on all passenger planes, but not cargo ones.

The Independent Pilots Association, to which UPS pilots belong, had been demanding the new safety equipment.

Without it, they say, dangerous accidents are likely. UPS, though, doesn't want to pay for the costly system.

But don't expect Clinton to complain. The cash-hungry president doesn't want to antagonize one of the nation's top corporate donors. ■

Teamsters at the crossroads

THE ELECTIONS of Teamster General President Ron Carey in 1991 and 1996 were victories for everyone who wanted to see a more democratic, fighting labor movement.

But the arrest of a Carey election fund-raiser for illegal campaign contributions June 6 has cast a shadow over the Carey administration and could lead to the re-running of the Teamsters elections.

Even if Carey remains in office, the scandal ensures that Carey's rivals—fronted by Jimmy Hoffa Jr.—will keep fighting to regain their influence.

Since taking office in the first-ever rank-and-file election for the Teamsters' presidency, Carey fought corruption, sold the union's jets and limos and cut his own salary.

He also launched organizing efforts at Federal Express and Overnite Express.

And where the conservative "old guard" Teamster officials forced UPS workers to accept a contract that they had rejected in a 53 percent vote in 1987, Carey called a 1994 strike at UPS over safety issues and organized a campaign for the 1997 UPS contract.

The controversy over Carey's campaign finances erupted June 6 when adviser Martin Davis was charged with arranging a $97,175 Teamsters payment to a telemarketing executive, whose wife then donated $95,000 to the Carey campaign.

The Carey campaign has also returned more than $100,000 in other questionable donations.

Hoffa used Carey's problems to overturn the 1996 Teamster election results, which Carey won with 52 percent of the vote.If there is proof of wrongdoing in the Carey campaign, anyone responsible—including Carey himself—should face the consequences. But corruption isn't new to Hoffa, who had to ditch three of his 1996 election running mates because of indictments and investigations.

A key Hoffa ally in Chicago, Local 710 Secretary-Treasurer Frank Wsol, was forced to return $79,000 of Hoffa campaign money raised through his "Real Teamsters" caucus in violation of election rules.

Whatever happens, UPS workers should make sure that no union officials from either side put union politics ahead of the fight for a decent UPS contract. ■

The fight for Teamster reform

RON CAREY is known as a reform leader in the Teamsters.

But the fight for reform in the union goes back to the 1975 formation of Teamsters for a Decent Contract (TDC), which sparked a national freight drivers' strike the following year.

TDC linked up with other groups of Teamsters across the country to form Teamsters for a Democratic Union (TDU).

Pete Camarata, then a freight driver who had led a wildcat in Local 299 in Detroit, was a founding member of TDC and TDU.

"If you look at Carey's program, you'll find that it was all in TDU's original demands: majority rule on contract votes, the right to vote on our officers, and organizing-style contract campaigns," Camarata said.

Socialists played a key role in organizing TDU, which met vicious resistance from both employers and the Teamster bureaucracy.

Old-guard union leaders not only published slanderous literature, but regularly sent thugs to break up TDU meetings.

Camarata was severely beaten at the 1976 Teamster convention.

"I believe that they wanted to kill me, but there were too many people around," he said.

Camarata ran for the office of Teamster president in 1981 and for a time was national co-chair of TDU.

In the 1980s, TDU built support for struggles ignored by the Mafia-dominated old-guard.

The breakthrough came in 1989 when top Teamsters officials tried to avoid prosecution by signing a consent decree with the Justice Department—an agreement to clean up the union.

"TDU was opposed to government control of unions," Camarata said.

Instead taking over, the government set up an Independent Review Board to monitor the Teamsters first-ever democratic vote for the union presidency.

Carey won in a three-way vote as the old-guard forces were split.TDU supported Carey to oust the old-guard. *"But he was never a member of TDU,"* Camarata said.

"Carey is basically a clean bureaucrat, but he isn't particularly committed to democracy."

"OLIVE BRANCHES"

Once in office, Carey extended an "olive branch" to make peace with the old-guard.

"That gave reform a bad name," Camarata said.

But the old-guard mobilized members to vote against raising dues, an increase needed to boost the union's strike fund.

The opposition also refused to back the 1994 UPS safety strike.

Carey responded by dissolving the do-nothing regional "conferences" that paid $11 million in extra salaries to officials.

He also put 67 mob-tied locals in trusteeships under control of the International union.

In 1996 the old guard banded together behind Jimmy Hoffa Jr. to trade on the name of his father, the former Teamster president who disappeared in 1975.

TDU backed Carey again in 1996. *"We thought we could finally put a stake through the heart of these vampires in the old-guard,"* Camarata said.

But after his reelection, Carey once again tried to extend an olive branch to some pro-Hoffa local officials, appointing a majority of them to the UPS bargaining committee earlier this year.

Even if Carey is not implicated in the current campaign finances scandal, rank and file workers should be prepared to criticize him for any bad deals he might make with the old guard or employers like UPS, Camarata said.

"We need to get back to the idea of rank-and-file organization on the ground that will go beyond the union leaders when they don't represent us." ■

Pete Camarata of TDU speaks to UPS workers in 1976

Hoffa Jr: Married to the mob?

NEXT TIME you hear that Jimmy Hoffa Jr. would bring back "Teamster Power," ask why:

- Hoffa's choice for freight division head, John Neal, was arrested with $1 million in cash in his basement.
- Hoffa was business partners with Alan Dorfman, a mobster who illegally gave millions of dollars in Teamster pension money to the Mafia to build.
- Hoffa's slate included people who scabbed on the national UPS safety strike of 1994.
- Hoffa calls himself a "labor lawyer," but has worked for employers.
- Hoffa spin doctor Richard Leebove was a member of a neo-Nazi group and a founder of BLAST—the "Brotherhood of Loyal Americans and Strong Teamsters"—hired goons who physically attacked TDU meetings.
- Hoffa backers proposed doing away with confidential mail-ballot votes for officers.

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None of this should be surprising.

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The one-day strike shut down about half of UPS—no thanks to the "old guard" officials opposed to Carey, who ordered workers *not* to walk out.

This played into the hands of management, who slapped the Teamsters with a $50 million lawsuit, which is still in the courts.

Managment also called every one of the 165,000 Teamsters at that time to tell them the strike was illegal.

But despite the stab in the back by the old guard and management's tough talk, the strike forced UPS to back down.

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And union while the union demands 15,000 full-time jobs for part-timers over three years, UPS can afford to make tens of thousands of part-timers into full-timers and still make massive profits.

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And many part-timers report that workers are talking strike.

"READY TO STRIKE"

"At first people were a little afraid of striking," said Dave, a part-timer in Detroit.

"Now they say we are going to have to strike if we're going to get anything."

Peter, another part-timer in Chicago's Jefferson Street hub, agreed.

"There's a lot of anger. People say, 'hell yeah, we're ready to strike.'"

"A woman said to me, 'for 15 years they've been screwing part timers. It's about time we get our share.'"

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Part-timers step up contract campaign

UPS WORKERS from New York to San Francisco are stepping up the contract campaign—often without waiting for local officials to move.

NEW YORK

In New York, 15 part-timers, members of **Local 804,** are petitioning nightly, calling on Teamsters negotiators to demand that every UPS part-timer with five year's seniority gets a full-time job.

"We have over 2,300 signatures," said Ken, a worker in the Manhattan 43rd Street hub who is helping to organize the effort.

"We plan to present these to our local leaders."

Teamster locals did sponsor more than 100 plant-gate actions on May 21-22.

Some, as in Seattle and San Antonio, Tex., were sizeable.

But in New York, Ken and other activists are frustrated that Local 804's president—none other than Teamster President Ron Carey—has canceled the local's June membership meeting, the last one scheduled before the UPS contract expires July 31.

Carey adjourned Local 804's last meeting in March in less than a hour—even though several UPS part-timers were waiting at the microphone to speak.

Noting that Carey had circulated a strongly-worded electronic mail message to all UPS locals directing them to increase membership involvement, Ken said, *"he doesn't even it do it in his home local."*

PROVIDENCE

Leaders of **Local 251** in Providence, R.I., haven't done much either.

"I have left five messages for my business agent volunteering to be contract campaign coordinator, and I haven't heard anything from them," a part-time Providence UPSer said.

"I had to get copies from the International, copy them at my own expense, and distribute them."

But the Providence workers aren't waiting for Local 251 officials—Carey supporters—to take action.

"We're getting together after work to plan a newsletter of our own," he said.

WASHINGTON

It took pressure before leaders of **Local 639** in Washington, D.C., finally called a meeting on the UPS contract campaign last month.

They got an earful from nearly 200 workers who demanded to know why the local had done nothing.

Ironically, local officials copied and distributed a rank-and-file newsletter, the *Contract Forum*, to try and give the impression that they were involved in the campaign.

DETROIT

Leaders of Detroit's **Local 243**—former old guard figures who are now allied with Carey—have backed the UPS campaign.

But according to an activist who distributes the *Contract Connection* newsletter there, some union officials reacted by posting a notice telling workers to be wary of *"impostors"*—even after the local had designated him a contract campaign coordinator.

Nevertheless, *Contract Connection* has been distributed throughout the Detroit metropolitan area—and has helped to focus discussion on the need to prepare for a strike.

CHICAGO

Officials of **Local 705** have held a UPS craft meeting and leafleted outside several hubs in Chicago.

Yet this is far short of what is needed.

With over 11,000 UPS workers, Local 705 is the largest UPS Teamster local in the U.S.

It also represents workers at one of UPS' key facilities—the enormous Chicago Area Consolidated Hub (CACH), where over 4,300 UPS workers are employed.

Workers from several Chicago hubs met at a Teamsters for a Democratic Union (TDU) chapter meeting this month.

They plan to distribute a citywide UPS bulletin, with a special aim of getting part-timers at the CACH involved in the campaign.

Where 705 officials have made only a token effort at the CACH, rank and file activists are going ahead on their own.

One part-time CACH worker—a "voicer" who reads zip codes into a computer—managed to fill two sheets of the Teamster petition for full-time jobs in less than one shift.

"I became real popular all of a sudden," he says. *"Everyone wanted to sign it—even a supervisor!"*

OAKLAND

Another grassroots effort is under way in the Bay Area, where old guard leaders have made little effort to back the contract campaign.

Chuck Mack, Secretary-Treasurer of **Local 70** in Oakland, California and head of Joint Council 7, finally agreed to hold a rally for full-time jobs in San Francisco in late June.

"We think this area could be strategic in shutting down all of Northern California in a strike," one part-time loader said.

"The Richmond hub [represented by **Local 315**], *for example, has the rail connections to the rest of the country."*

As these rank-and-file activists learn about fellow UPSers active in the campaign in other cities, they have redoubled their efforts.

As one Bay Area activist said, *"If Carey calls regional strikes, these networks will be very important."* ■

HOW TO BEAT THE BIG BROWN MACHINE

by LEE SUSTAR

EARLY IN the UPS contract campaign, the Teamsters distributed a flyer for customers that said, "Your UPS Driver is Fighting for America's Future."

This was not an exaggeration.

The UPS-Teamsters contract is the biggest labor agreement being negotiated this year, covering nearly four times as many as the next largest, General Electric.

Just as important, the battle pits the leading union in the *"new AFL-CIO"* against one of the world's largest and most ruthless corporations.

Where the Teamsters aim to take the lead in a more aggressive, militant labor movement, UPS is a pioneer in the corporate drive to weaken unions, wipe out full-time jobs and enforce a deadly pace of work.

With its two-tier wages and use of part-timers, UPS is a model for all bosses, who have driven down real wages (after inflation) by 19 percent since 1973.

Since the U.S. economy is only growing about half as fast as the 1960s, UPS and other employers are determined to boost profits by squeezing workers harder and harder.

In 1995, 4.5 million of the nation's 22 million part-time workers wanted full-time jobs, but couldn't get them.

The increase in part-time jobs was a product of the weakness of the labor movement in the last two decades.

Union representation has dropped to 14.5 percent today, compared to 35 percent in the mid-1950s.

And at UPS, old-guard Teamsters made concession after concession.

The first UPS contract negotiated by Ron Carey, a former UPS driver, in 1993 won 25-and-out retirement and "innocent until proven guilty" rules for suspensions and firings.

But there were no raises or full-time jobs for part-timers.

UPS fought back by trying to raise the weight limit to 150 pounds in 1994.

Carey responded by calling a one-day strike—the first-ever safety strike by the Teamsters at UPS.

And despite sabotage from the old guard, it forced Big Brown to back down In his re-election campaign last year, Carey promised that 1997 would be the year part-timers made gains.

He launched a UPS contract campaign for raises and more full-time jobs for part-timers—something the old guard never would have done.

On May 15, Carey sent a strongly-worded electronic mail message to local officials:

"It has come to my attention that some local unions are not complying with the Teamster National Negotiating Committee's policy and strategy regarding UPS contract negotiations...

"It is the responsibility of each and every local official representing UPS members to provide those members with the information they need to make informed decisions and to be an integral part of the negotiating process.

But Carey himself appointed a majority of old-guard local union leaders to the national negotiating committee—while limiting rank-and-file workers on the committee to a handful.

And most old guard officials—and many pro-Carey local leaders—have done far too little to mobilize for the UPS campaign.

That is why rank-and-file UPS workers—especially part-timers—must step up the fight themselves.

Carey's demand for 15,000 full-time jobs per year over the next three years would cover only about one in 10 part-timers.

And since a union's initial demands are always higher than its fallback position, Carey is doubtless willing to settle for even less.

Yet, it almost certainly will take a strike for UPS to agree to create anything close to 15,000 full-time positions.

That is why every UPS worker has to be ready to strike July 31. ■

About *Socialist Worker*...

FOR DECADES, the labor movement has been dominated by "business unionism."

This bureaucratic, conservative approach—whether by mob-tied officials like the Teamster old guard or mainstream labor leaders—minimized democracy and concentrated

"Dream" and try to worsen pay and working conditions, it's crucial to revive that tradition.

With this special issue and ongoing coverage of UPS, *Socialist Worker* aims to contribute to this effort.

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Part-timers step up contract campaign

UPS WORKERS from New York to San Francisco are stepping up the contract campaign—often without waiting for local officials to move.

NEW YORK

In New York, 15 part-timers, members of **Local 804,** are petitioning nightly, calling on Teamsters negotiators to demand that every UPS part-timer with five year's seniority gets a full-time job.

"We have over 2,300 signatures," said Ken, a worker in the Manhattan 43rd Street hub who is helping to organize the effort.

"We plan to present these to our local leaders."

Teamster locals did sponsor more than 100 plant-gate actions on May 21-22.

Some, as in Seattle and San Antonio, Tex., were sizeable.

But in New York, Ken and other activists are frustrated that Local 804's president—none other than Teamster President Ron Carey—has canceled the local's June membership meeting, the last one scheduled before the UPS contract expires July 31.

Carey adjourned Local 804's last meeting in March in less than a hour—even though several UPS part-timers were waiting at the microphone to speak.

Noting that Carey had circulated a strongly-worded electronic mail message to all UPS locals directing them to increase membership involvement, Ken said, *"he doesn't even it do it in his home local."*

PROVIDENCE

Leaders of **Local 251** in Providence, R.I., haven't done much either.

"I have left five messages for my business agent volunteering to be contract campaign coordinator, and I haven't heard anything from them," a part-time Providence UPSer said.

"I had to get copies from the International, copy them at my own expense, and distribute them."

But the Providence workers aren't waiting for Local 251 officials—Carey supporters—to take action.

"We're getting together after work to plan a newsletter of our own," he said.

WASHINGTON

It took pressure before leaders of **Local 639** in Washington, D.C., finally called a meeting on the UPS contract campaign last month.

They got an earful from nearly 200 workers who demanded to know

HOW TO BEAT THE BROWN MACHINE

by LEE SUSTAR

EARLY IN the UPS contract campaign, the Teamsters distributed a flyer for customers that said, "Your UPS Driver is Fighting for America's Future."

This was not an exaggeration.

The UPS-Teamsters contract is the biggest labor agreement being negotiated this year, covering nearly four times as many as the next largest, General Electric.

Just as important, the battle pits the leading union in the *"new AFL-CIO"* against one of the world's largest and most ruthless corporations.

Where the Teamsters aim to take the lead in a more aggressive, militant labor movement, UPS is a pioneer in the corporate drive to weaken unions, wipe out full-time jobs and enforce a deadly pace of work.

With its two-tier wages and use of part-timers, UPS is a model for all bosses, who have driven down real wages (after inflation) by 19 percent since 1973.

Since the U.S. economy is only growing about half as fast as the 1960s, UPS and other employers are determined to boost profits by squeezing workers harder and harder.

In 1995, 4.5 million of the nation's 22 million part-time workers wanted full-time jobs, but couldn't get them.

The increase in part-time jobs was a product of the weakness of the labor movement in the last two decades.

Union representation has dropped to 14.5 percent today, compared to 35 percent in the mid-1950s.

And at UPS, old-guard Teamsters made concession after concession.

The first UPS contract negotiated by Ron Carey, a former UPS driver, in 1993 won 25-and-out retirement and "innocent until proven guilty" rules for suspensions and firings.

But there were no raises or full-time jobs for part-timers.

UPS fought back by trying to raise the weight limit to 150 pounds in 1994.

Carey responded by calling a one-day strike—the first-ever safety strike by the Teamsters at UPS.

And despite sabotage from the old guard, it forced Big Brown to back down In his re-election campaign last year, Carey promised that 1997 would be the year part-timers made gains.

He launched a UPS contract campaign for raises and more full-time jobs for part-timers—something the old guard never would have done.

On May 15, Carey sent a strongly-worded electronic mail message to local officials:

"It has come to my attention that some local unions are not complying with the Teamster National Negotiating Committee's policy and strategy regarding UPS contract negotiations...

"It is the responsibility of each and every local official representing UPS members to provide those members with the information they need to make informed decisions and to be an integral part of the negotiating process.

But Carey himself appointed a majority of

About *Socialist Worker*...

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DETROIT

Leaders of Detroit's **Local 243**—
rmer old guard figures who are
ow allied with Carey—have
cked the UPS campaign.

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stributes the *Contract Connection*
wsletter there, some union offi-
als reacted by posting a notice
lling workers to be wary of *"im-
stors"*—even after the local had
signated him a contract campaign
ordinator.

Nevertheless, *Contract Connection* has been distributed throughout the Detroit metropolitan area—and has helped to focus discussion on the need to prepare for a strike.

CHICAGO

Officials of **Local 705** have held a UPS craft meeting and leafleted outside several hubs in Chicago.

Yet this is far short of what is needed.

With over 11,000 UPS workers, Local 705 is the largest UPS Teamster local in the U.S.

It also represents workers at one of UPS' key facilities—the enormous Chicago Area Consolidated Hub (CACH), where over 4,300 UPS workers are employed.

Workers from several Chicago hubs met at a Teamsters for a Democratic Union (TDU) chapter meeting this month.

They plan to distribute a citywide UPS bulletin, with a special aim of getting part-timers at the CACH involved in the campaign.

Where 705 officials have made only a token effort at the CACH, rank and file activists are going ahead on their own.

One part-time CACH worker—a "voicer" who reads zip codes into a computer—managed to fill two sheets of the Teamster petition for full-time jobs in less than one shift.

"I became real popular all of a sudden," he says. *"Everyone wanted to sign it—even a supervisor!"*

OAKLAND

Another grassroots effort is under way in the Bay Area, where old guard leaders have made little effort to back the contract campaign.

Chuck Mack, Secretary-Treasurer of **Local 70** in Oakland, California and head of Joint Council 7, finally agreed to hold a rally for full-time jobs in San Francisco in late June.

"We think this area could be strategic in shutting down all of Northern California in a strike," one part-time loader said.

"The Richmond hub [represented by **Local 315**], *for example, has the rail connections to the rest of the country."*

As these rank-and-file activists learn about fellow UPSers active in the campaign in other cities, they have redoubled their efforts.

As one Bay Area activist said, *"If Carey calls regional strikes, these networks will be very important."* ■

BIG

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"I took a copy around to all 178 people in the hub, and every single person subscribed to UPSurge."

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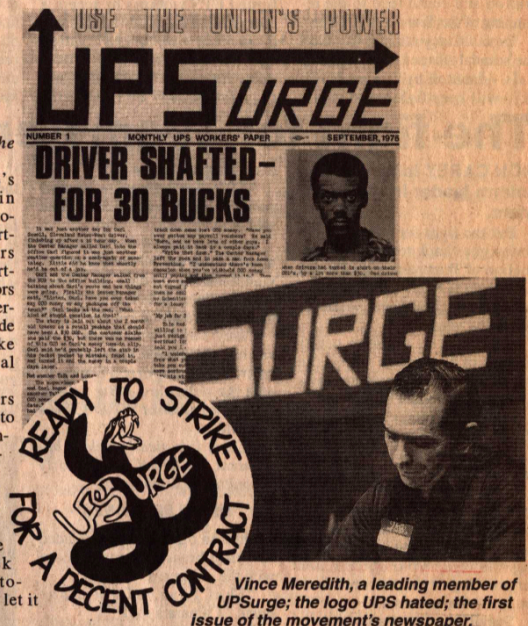

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In addition, there are unique facilities in the UPS system, such as Chicago Area Consolidated Hub, where local contracts play a major role in establishing working conditions. **These local negotiations could be crucial if the Teamsters choose a strategy of selected strikes at key UPS locations.**

Here's what you can do to fight for the best possible local agreement:

Get copies of local supplements and riders. Compare the language to problems in your hub, and tell your local officials what you want improved.

Circulate petitions and file grievances over key local issues. Just as in national negotiations, UPS only makes concessions when workers hold management's feet to the fire.

Demand rank-and-file representatives on local bargaining committees. It's your contract. You have a right to have workers like you voice your demands—because rank and file workers know the issues best.

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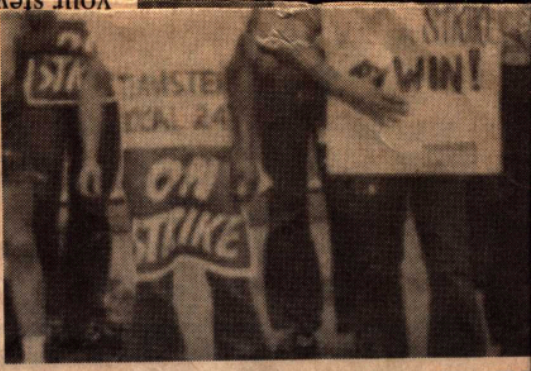

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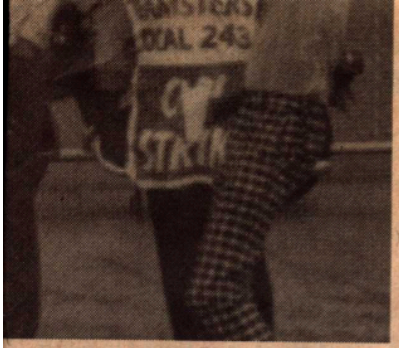

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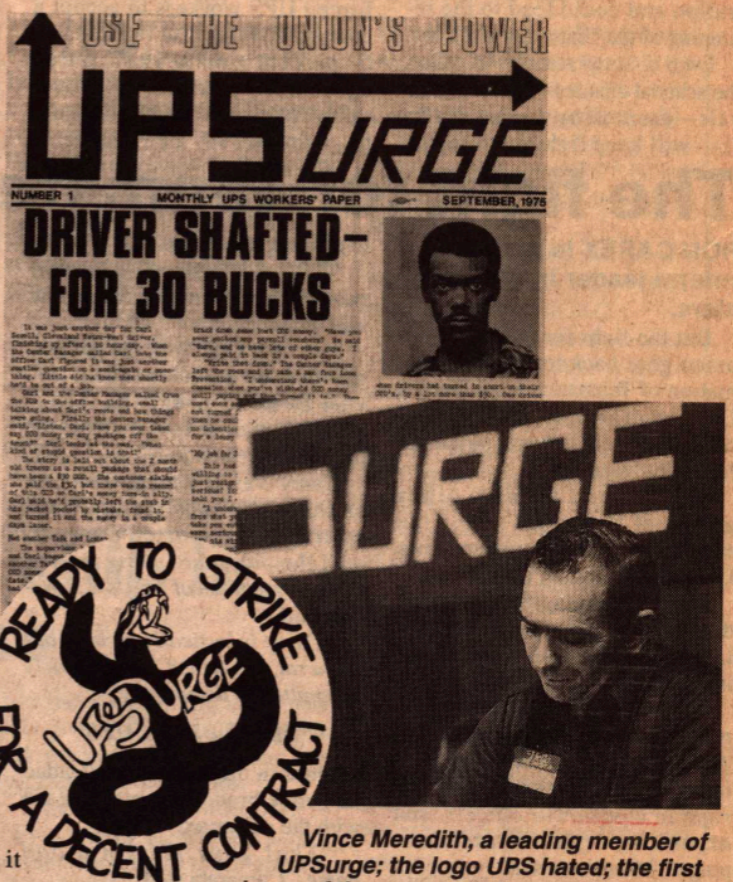

Vince Meredith, a leading member of UPSurge; the logo UPS hated; the first issue of the movement's newspaper.

UPS system, such as Chicago Area Con- idated Hub, where local contracts play a or role in establishing working conditions. **These local negotiations could be crucial he Teamsters choose a strategy of se- ed strikes at key UPS locations.**

Here's what you can do to fight for the best sible local agreement:

copies of local supplements and riders. Compare the language to problems in your ub, and tell your local officials what you ant improved.

ulate petitions and file grievances over key cal issues. Just as in national negotiations, PS only makes concessions when workers old management's feet to the fire.

nand rank-and-file representatives on lo- al bargaining committees. It's your con- act. You have a right to have workers like ou voice your demands—because rank d file workers know the issues best.

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Socialist Worker

UPS CONTRACT BULLETIN #1

Organizing to make UPS deliver

February, 1997

The UPS contract with the Teamsters expires on July 31, 1997. Teamsters General President Ron Carey campaigned for re-election on the promise to "make UPS deliver"—fighting to improve pay, pensions and working conditions for UPS workers, especially the part-timers who now make up 60 percent of the 173,000 Teamsters at UPS. The International Union has published results of a survey of 40,000 members and issued regular contract updates. Most important, the union has issued materials on how rank-and-file members can organize to put pressure on the company.

Unfortunately, many Teamster locals have not distributed this literature to the membership. But every UPSer needs to know that the Teamsters are demanding that UPS moves to:

Get rid of two-tier pay scales. In 1982, the old union leadership agreed to let UPS institute a two-tier pay scale that put starting pay at $8 or $9 per hour. Fifteen years later, that pay hasn't changed—but UPS's profits have gone through the roof. The company has made $4 billion in profits over the last four years. In 1995, CEO Oz Nelson was paid nearly $1.5 million. UPS can afford a raise that will provide a decent standard of living.

Create more full-time jobs for part-time workers. UPS used to promise full-time work to part-timers who stuck with the job. Now the company is using part-timers to eliminate drivers' jobs. In Michigan, part-timers assigned to air drivers as "jumpers" work as many as 35 hours a week without being considered full-time employees. Part-timers who work these hours should be made full-timers. And there should be faster a transition to full-time work for all part-timers.

Stop outsourcing Teamster jobs. The 1993 contract limited outsourcing—but UPS does not abide by the agreement. Feeder drivers in Iowa and elsewhere have lost hours while the company subcontracted work to other carriers. The company has also taken away work from the Teamsters by creating a new subsidiary, UPS Logistics Group, Inc., with 1,400 people. A November *Teamster Magazine* article says that "the long-term solution is stronger language in the national contract that penalizes UPS for subcontracting violations."

Increase pension benefits. The 1993 contract contained the largest-ever increase in UPS contribution to pensions. But many pensions remain substandard, especially those of part-timers. Ron Carey has called for improved 25 & Out and 30 & Out pensions as well as increased company contributions.

Improve health and safety. Since the 1994 safety strike, UPS has routinely violated the 70 lbs. limit on packages that are handled unassisted. The International Union has called for stronger language to enforce limits on over-70s. And there are many local issues, too. In New York City's Mid-Manhattan hub, management has ignored complaints about dust in sorter bins and excessive noise from compressors and other machinery. Package drivers are forced to work in older vehicles which are poorly ventilated and unsafe. UPSers need better health and safety issues at this level, too.

Resolve grievances on a timely basis. UPS supervisors regularly violate the contract—and tie up grievances for months or years. The International Union wants strict time limits on grievances written into the next contract. To show the company the union's resolve, rank-and-filers in each workplace will need to demand that their management moves on existing grievances.

WHAT YOU CAN DO IN THE FIGHT TO MAKE UPS DELIVER:

General President Ron Carey and Teamsters Parcel Division Director Ken Hall have outlined a Teamster Contract Campaign Structure for UPS workers:

Local Union Contract Campaign Coordinators who are responsible for establishing coordinators for every location and shift.

Building-wide Contract Campaign Coordinators who should recruit work area coordinators to carry out one-on-one contact with coworkers.

Work Area Campaign Coordinators for every 20 workers, who contact workers individually about contract information and activities.

The union also call for escalating levels of action as the contract expiration date gets closer, to show the union's unity and strength.

Actions proposed for members are:

- Wearing the same color clothes on the same day
- Sending postcards to UPS management
- Wearing union buttons
- Presenting petitions to management
- Rallying at breaktime
- Entering or leaving work together in a group
- Holding informational pickets

If you haven't been getting copies of Teamster UPS Contract Update or the Contract Campaign Kit, contact your local. If you are unable to get the information from your local, write to the International Brotherhood of Teamsters, 25 Louisiana Ave. NW, Washington, D.C. 20001. Additional information is available in Teamsters for a Democratic Union's *Convoy Dispatch*. Write TDU, Box 10128, Detroit, MI 48210.

This is the first in a series of contract bulletins from *Socialist Worker*, the biweekly newspaper of the International Socialist Organization, on sale regularly outside UPS locations. *Socialist Worker* will be featuring regular stories on UPS in the runup to the contract. If you have news and information about your location, contact your local *Socialist Worker* seller at the number below, or contact the paper directly by mail: *Socialist Worker,* P.O. Box 16085 Chicago, IL 60616, or by phone: (773) 665-8996.

To contact your local ISO Branch, call

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ISO INTERNATIONAL SOCIALIST ORGANIZATION

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UPS CONTRACT BULLETIN #2

Let's flood UPS with grievances

April, 1997

Teamster General President Ron Carey has called on UPS workers across the country to file grievances for every management violation of the current contract. This will pressure UPS during negotiations for a new contract. The focus will be management violations of the 1994 safety agreements. Every Teamster at UPS has the right to:

- Refuse to handle any package over 70 pounds without assistance from another Teamster and proper lifting devices.
- Insist that all over-70 pound packages be properly labeled.
- Be free of harassment while enforcing these safety rights.

Your shop steward or business agent can provide a special "EZ" grievance form for over-70 violations. The *Part-Timers' Survival Guide*, compiled by UPSers in Northern California, explains what a grievance is and how to file one:

What is a grievance? A grievance is any unjust act, practice or condition which management has the power to correct. It may be a violation of the contract, a violation of state or federal laws or a violation of long standing work practice. You can get a copy of the contract from your shop steward or business agent.

What is the grievance form? It is a union form to spell out in specific terms, a problem which has or is occurring. It is a formal way to register a complaint and let management know about a problem and to aid in getting the problem resolved.

How do you write a grievance? Get all the facts after doing a thorough investigation of the problem. This must include the five W's: Who, What, Where, When and Why. Also, get statements from witnesses. Include times you tried to remedy the situation with management.

Ask your shop steward for assistance. The steward is there to help you. Article 4 of the contract states that stewards "shall be permitted reasonable time to investigate, present and process grievances" during working time. Research the contract the contract to find out what section has been violated. Write in clear, concise words on the grievance form the basic facts about what happened, explaining what management did or didn't do. Specify what remedy is sought and if it is an ongoing grievance, keep detailed records.

What are the most common grievances? (1) Handling over-70 pound packages unassisted. (2) Supervisors doing union work. (3) Unsafe conditions, such as dangerous machinery, falling packages or hazardous materials. (4) Verbal or physical harassment by supervisors, including racist or sexist comments. (5) Subcontracting drivers' work.

INTERNATIONAL SOCIALIST ORGANIZATION

The Teamsters have produced Contract Campaign materials for all UPSers. If you are unable to get the information from your local, write to the International Brotherhood of Teamsters, 25 Louisiana Ave. NW, Washington, D.C., 20001. Additional information is available in Teamsters for a Democratic Union's *Convoy Dispatch*. Write TDU, Box 10128, Detroit, MI 48210.

"Mr. Slade, the union grievance committee wants to see you."

This is the second in a series of contract bulletins from *Socialist Worker*, the biweekly newspaper of the International Socialist Organization, on sale regularly outside UPS locations. *Socialist Worker* will feature regular stories on UPS during the contract campaign. If you have news and information about your workplace, contact your local *Socialist Worker* seller at the number below, or contact the paper directly by mail: *Socialist Worker*, P.O. Box 16085 Chicago, IL 60616, or by phone: (773) 665-8996.

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UPS CONTRACT BULLETIN #3

Be ready to strike UPS!

JUNE, 1997

The Teamsters contract with UPS expires July 31. But the company still hasn't bargained seriously. The Teamsters national bargaining committee suspended negotiations for several weeks in May until UPS negotiators finally called and asked to restart the talks. But UPS won't really negotiate until just before the deadline. Management is waiting to see if we are willing to fight for our demands – a raise for part-timers, more full-time jobs, better pensions, improved health and safety procedures, and more.

The *Contract Connection*, a newsletter put out by UPS part-timers in Detroit, recommends that UPSers take these steps to prepare for a strike. Here's what you can do:

- Get an additional hours at your other job(s). Many companies take on summer help.
- Hold off on big purchases until after the contract is settled, so there's no reason to vote for a bad contract just to make payments.
- Participate in the Contract Campaign as much as you can, wearing union T-shirts, passing out leaflets, and filing grievances over contract violations, especially over-70 violations and supervisors working. Your shop steward or business agent can provide a special "EZ" grievance form for those violations.

UPS supervisors nailed for racist, sexist harassment

The Oakland, Calif., NAACP has filed a lawsuit detailing racist policies by UPS managers throughout the West. But Black and Latino UPS workers everywhere will recognize the disgusting management tactics reported by the workers filing the lawsuit:

- *Assigning Black drivers to the most dangerous routes*
- *Refusing to remove racist graffitti or take action against racist supervisors*
- *Disciplining Black workers who complain about racism*

Since the lawsuit was filed in May, UPS management has tried to cover its tracks. In Washington, D.C., bosses distributed a leaflet asking workers to come forward with complaints. In San Francisco, they hired a psychologist to meet with workers to discuss problems of racism. But it backfired when workers said that management was to blame for racism on the job! Driver William Lewis, a 23-year veteran in San Bernardino, Calf., and a backer of the lawsuit said: "Racism at UPS is like humidity. You can't see it but you can feel it."

In Rockford, Ill., management dumped at least six supervisors at the air facility in May for sexual harassment. Unfortunately, officials of Local 710 had done nothing about the problem. Lisa Hopper, a feeder driver and shop steward in Local 710, says that the problem of sexual harassment is widespread at UPS: "This company doesn't like women working. They never have, and they never will. But we are here to stay."

ARE YOUR LOCAL OFFICIALS BACKING THE UPS CONTRACT CAMPAIGN?

Teamster President Ron Carey sent this electronic mail message May 15:

To: All UPS Local Unions
From: Ron Carey, General President

It has been brought to my attention that some local unions are not complying with the Teamster national negotiating committee's policy and strategy regarding the UPS contract negotiations.

The Teamsters UPS National Negotiating Committee has determined that member involvement in these negotiations is crucial to winning a successful contract. We know UPS will be inundating our members with company promotional materials. In order to keep our members well informed of our position on all issues, it is imperative that they receive all union materials as quickly as possible. Our committee has implemented a plan which calls for all local unions that have UPS members to distribute materials prepared by the Teamsters national negotiating committee to those members.

It is the responsibility of each and every local official representing UPS members to provide those members with the information they need to make informed decisions and to be an integral part of the contract negotiation process. Pursuant to my authority under Article VI, Section 2 of the International Constitution, I hereby direct all UPS local union officials to fully implement and carry forward the policy and plans of the Teamsters national negotiating committee with an emphasis on membership involvement and participation.

Thank you for your cooperation.

If you are unable to get information from your local, write to the International Brotherhood of Teamsters, 25 Louisiana Ave. NW, Washington, D.C., 20001, or Teamsters for a Democratic Union, Box 10128, Detroit, MI 48210.

This is the third in a series of contract bulletins from *Socialist Worker*, the biweekly newspaper of the International Socialist Organization, on sale regularly outside UPS locations. If you have news and information about your workplace, contact your local *Socialist Worker* seller at the number below, or contact the paper directly by mail: *Socialist Worker*, P.O. Box 16085 Chicago, IL 60616, or by phone: (773) 665-8996.

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Paper of the International Socialist Organization

UPS Update | July 25, 1997 | Labor donated

95 percent of UPS workers vote to strike Aug. 1

SHUT DOWN BIG BROWN!

AN OVERWHELMING 95 percent of UPS Teamsters this month voted to strike when the contract expires July 31.

The vote was a response to UPS's insulting demands for a pathetic raise, more subcontracting of Teamster work and fewer full-time jobs.

"The word at work is that we're going to have to strike to win," said Peter, a part-timer at Chicago's Jefferson Street hub.

A Teamster organizer in the Southwest agreed.

"UPS has been putting on their contract campaign, but the members here are hanging together."

In some places, the strike vote was even higher than the national average. In Chicago, it was 98 percent.

UPS Teamsters in Portland, Ore., voted 214-4 to strike.

In New York, more than 1,500 workers turned out for Local 804's strike vote meeting July 13, forcing it to be held outside.

Teamster President Ron Carey, who is also president of Local 804, told the workers, *"[UPS] is using scare tactics—all sorts of things to try and divide us."*

"We need a contract that will take part-time members and make them part of something."

LESS THAN A WEEK

With less than a week to go before contract deadlines, it's time to show UPS that Teamsters are united and ready to fight for a decent contract.

That means filing grievances about over-70 violations, supervisors working and more.

By holding parking-lot rallies, organizing picket line schedules, and planning mass meetings now, workers can make a strike strong—and successful.

And as a business agent in Chicago's Local 705 told part-timers, *"at midnight on the 31st, shut down the line and walk out!"*

Teamster President Ron Carey sent an electronic mail message to all UPS locals July 18 instructing them to hold meetings to "appoint and prepare strike coordinators and picket captains." The Teamsters propose that locals:

- **Establish a strike committee**
- **Schedule every member for picket line duty**
- **Hold regular mass meetings**
- **Help members with strike-related hardships**
- **Establish strike headquarters near UPS locations**

If your local isn't taking these steps, call the International at 202-624-6828—and start organizing on your own.

Job actions beat UPS

OAKLAND: In June, UPS violated the contract and laid off about 100 workers from the air facility here.

Local 70 leaders did nothing—but workers kept fighting by filing grievances and even organizing a sick-in! Management folded under pressure and recently recalled about 50 of the laid-off workers. This is a major victory. As one of the organizers of the sick-in said, *"I'm looking forward to kicking their ass in a strike."*

PROVIDENCE: Supervisor Jay Start thought he could get away with physically attacking a part-time Black worker. Now he's fired, thanks to a leaflet distributed by Local 251 activists.

Seven witnesses and the worker who was victimized stood up to management pressure to back down on the charges. But the workers stuck together and won.

CHICAGO: Workers at the Franklin Park hub were forced to wear long pants in hot weather—until a group of part-timers made it hot for UPS

They circulated a petition demanding to be allowed to wear shorts. Supervisors tried to intimidate the activists, but solidarity forced them to back down. Shorts are now in style in Franklin Park.

Back these demands:

- ★ **Immediate $4 per hour raise for part-timers**
- ★ **Automatic full-time status with workers with 5 years seniority**
- ★ **30,000 full-time jobs for part-timers over three years**
- ★ **Eliminate the wage gap between part-timers and full-timers**
- ★ **Four-hour minimum for part-time shifts**
- ★ **Ban all subcontracting**
- ★ **No company takeover of health/pension funds**

Strike can take UPS down

UPS IS one of the most powerful companies in the U.S.

But the Teamsters have the power to shut them down.

The $4 billion in profits they made over the last four years was made on the backs of workers.

Without them, UPS is nothing.

That is why UPS is trying to scare workers before a strike.

As the contract deadline nears, they are trying to *"flush out the system"* in order to lay off workers.

In Burtonsville, Md., management threatened to cut off benefits to part-timers who work less than 70 hours a month.

And UPS may try to continue operations with scabs and probationary new hires they will try to pressure into crossing picket lines.

In Oakland, Calif., a UPSers spotted an executive from a UPS competitor, East Bay Air Freight, at a meeting at UPS facility—obviously to organize scabbing.

But Teamster solidarity can shut down UPS.

Stopping scabs will require round-the-clock picket lines that keep trucks and all strikebreakers out of the plant—period.

Many union officials will argue against this because it could break the law.

But companies like UPS will do whatever it takes to keep running—and workers have to be prepared to do whatever it takes to stop them.

FIGHT FOR AN ALL-OUT STRIKE

Teamsters officials have said that they may call selective, local strikes against UPS rather than an all-out strike.

They say this will save strike fund money and disrupt the company air deliveries.

In fact, this will only play in to UPS's hands by allowing them to continue normal service in most of the country.

The best way to beat UPS is to shut it down, coast-to-coast.

This is the fastest way to bring the company to its knees and force management to make a decent offer.

Teamsters should say, *"no contract, no work!"* and walk out on midnight July 31.

UPS contract offer: Don't buy the hype

IN RECENT days UPS has dropped its absurd demand for a 7-year contract with a 90 cent raise.

Their new offer sounds better—but it isn't nearly good enough.

Management wants a 5-year contract with a $1,500 signing bonus and $3 per hour raise over that time, plus a year of profit sharing.

But the signing bonus is a one-shot deal. It doesn't lead to a permanent raise or increase pensions.

And the company still won't back down on these demands:

- No more full time jobs
- Unlimited subcontracting
- Company takeover of health and pension benefits

RUMORS

Management has also spread the rumor that President Clinton will step in to outlaw a strike like he did at American Airlines earlier this year. This is a lie. Clinton could ban that strike only because pilots are covered by a labor law for airlines and railroads.

UPS workers have the right to strike. Management is telling lies to keep workers from using that power.

1994 safety strike: Teamsters forced UPS to back down

IN 1994, just a few months into a new contract, UPS double-crossed the Teamsters by raising the weight limit from 70 pounds to 150.

Management screamed and filed a $10 million lawsuit which is still in the courts.

But the strike forced UPS to sign an agreement allowing Teamsters to ask for assistance in handling over-70 packages.

That was the power of a one-day strike that half the local officials refused to support because they oppose Teamster President Ron Carey.

But even with this sabotage, workers' power forced the company to back down.

Now UPSers have the chance to use that power to win a decent contract for part-timers.

Build solidarity with new hires

UPS HAS hired thousands of workers who will be on probation when the contract expires.

Bosses will pressure them to cross the picket lines.

But supporting the strike is in the interest of new hires. Crossing picket lines will weaken the union and wipe out any chance of decent pay and working conditions.

The Teamsters say new hires are protected from firing if they honor picket lines.

Union members and new hires have to stand together in order to beat UPS.

This bulletin is produced by* Socialist Worker, *newspaper of the International Socialist Organization. For copies of the newspaper and our* UPS Special Edition, *call our offices at 773-665-8996.

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ISO UPS Campaign Update #1

ISO UPS Strike Organizer #1

July 25, 1997

To: Branch convenors/UPS coordinators
From: Lee S.
Re: Prepare for possible UPS strike

Update: A strike appears increasingly likely on midnight, Eastern time, July 31. See Socialist Worker bulletin for details of contract negotiations.

The possibility of a strike, and an actual walkout, will mean that branches' activity must be geared to a high level of activity around the strike until there is a settlement. In the event of a strike, we will be seeking to influence those we have recruited and met to organize strike committees, picket lines, publish leaflets and hold meetings -- even if local union fails to do so. Such initiatives should be carried out in close consultation with the center. *This will require daily reports to the center to Lee at 773-404-2536. If he is not available, contact Sharon at 773-665-7337.*

In the days before the strike, we must step up our activity:

1) Add an extra Socialist Worker/supplement sale(s) in the days before the strike; continue to sell them until a settlement is reached. The enclosed Bulletin should be distributed to all who want it, but we should continue to aggressively sell SW and the supplement. The more information UPS workers have, the better prepared they will be to strike. Paper sales and petition signatures are key to establishing a strong political relationship and recruiting.

2) Plan to be at plant gates in large numbers at 12 midnight Eastern time (ie, West Coast comrades should be out at 9 pm)

3) Call and meet with as many UPS contacts as possible to discuss plans for strike committees, picket captains, etc. Contact the Teamsters local for information.

4) Schedule a rota of members to visit the picket line on a daily basis. The schedule should include the shifts we regularly sell on.

5) Be ready to issue new bulletins and leaflets from the center on a daily basis. This will mean providing a secure fax number to the center and organizing a way for leaflets to be copied and distributed on picket lines that day. Situations in strikes can change on a daily basis, and we must be prepared to move very quickly.

SOLIDARITY RALLY!

Support UPS workers

Speakers include:

- Representative, *Teamsters Local 705*
- Lisa Hopper, UPS feeder driver, *Teamsters Local 710 Steward*
- Dan Lane, *former locked out Staley "Road Warrior"*
- Joe Allen, *International Socialist Organization*
- Chris Pellegrini, *Local 705 Steward, UPS CACH facility*

UPS wants to keep workers in low paying, part-time jobs and terrible working conditions. Now management wants control of pensions, too. The Teamsters want decent full-time jobs, an end to outsourcing and secure retirement. If UPS workers win this fight, we all win. They deserve the support of all workers.

U.E. Union Hall
37 S. Ashland Ave. in Chicago
(corner of Ashland and Monroe)

Saturday, August 9
7:00pm

Endorsers: IBT Local 705, Cynthia Rodriguez, Treasurer, SEIU Local 46*; International Socialist Organization; Janet Hotch, Executive Director, Chicago Jobs with Justice*, Larry Solomon, former president of UAW 751, Decatur* (list in formation)

*Organizations listed for identification purposes only
Call 773-665-7337 for childcare, information, or to endorse

What you can do to support striking UPS workers:

1. Refuse packages from scab UPS drivers.
2. Get your union local to endorse the strike.
3. Take up a collection at your workplace and union meeting for Local 705.
4. Join the picket lines!

Please do not post on City of Chicago property

Socialist Worker

Bi-Weekly Newspaper of the International Socialists

Friday, September 12 Postal Bulletin #3

Build for a strike that will win

As conciliation broke down last monday, CUPW released the text of a memo from the Canadian Direct Marketing Association.

The memo revealed that there had been a meeting between the CDMA, a who's who of greedy corporations in Canada, and Alphonmse Gagliano, the minister incharge of Canada Post.

The memo revealed that the government is prepared to prevent a lengthy strike by the use of back to work legislation.

The memo exposes the Liberals as lackey of big business and more concerned about corporate profit than job creation.

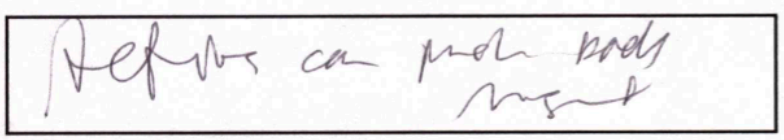
The union now has the fore knowledge that the governemnt will use back to work legislation and needs to be mobilizing to fight it.

On Monday CUPW president Darryl Tingley stated that negoitiations had briken down due to CPC's drive to squeeze $200 million more dollars in profit from postal workers. He said " *(I)t will take strike action to knock the government off their agenda...*"

But it will take more than talk about a strike to beat CPC.

With possibilty of a strike nearing CUPW leadership has tobegin to fight on the shop floor and not in the negiotiating room.

As conciliation was going on Canada Post was lengthening carriers routes and changing other work rules for carriers.



With the Liberals threatening back to work legislation CPC bosses are feeling cocky. All through negoitiations they were attacking letter carriers work rules without stop.

This has means that CUPW is going into a strike position against a confident boss.

This can be turned around though.

Across the country postal workers have been engaging in actions that can knock the wind out of managements sails.

In Hamilton workers at the Upper James depot have in the last week had a mass smoke break and info pickets.

When management threatened the union leadership, the response was to use past practice language in the contract and the threat of greiving any attacks on postal workers right to have a break togther.

Actions like these show that the union is serious about fighting. But they need to happen on a co-ordinated and regular basis if they are to turn the tide back against CPC.

If CUPW leadership is serious about taking on CPC and the Liberals then they need to be building demonstrations and actions to defend letter carriers jobs.

Now is the time to be turning up the heat on CPC by actions. **Action not only puts pressure on management it also builds the strength of the rank and file of the union and prepares everyone for a strike.**

The potential for an all out postal strike to galvanize the whole labour movement is fantastic. The anger at greedy bosses exists throughout the country.

Wildcats in Vancouver and the occupation of PC world in Toronto show that workers want to fight.

Postal workers are no exception in station after station workers have said they want to fight but don't know what the union is doing.

Now is the time for the union to get on the shop floor and fight for it's members against CPC's attacks.

WHAT YOU CAN TO BUILD UP FOR A STRIKE

- **get a meeting called of everyone in the workplace to discuss what actions you can be doing now**
- **get your local to push for a demonstration with other unions at a Liberal MPP's office demanding they respect your right to strike**
- **visit other postal work sites to build union solidarity now**
- **call up the union and ask them to have a meeting to discuss what can be done around the route changes and what you can do to fight them**

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leaked text of memo of meeting between Canadian Direct Mailing Association and Alphonse Gagliano on reverse side

~~Solidarity Rally~~

- Most important strike in a generation "that has shifted consciousness", stand U.P.S. strikers fight determination, Bob Herbert "Worker Rebellion"
  Plus could start something around !!!

Books from Verso sold two sold

- background: 20 years of unrelenting attack on U.S. working class, Carter & Chrysler, PATCO, declining working standards, end of American Dream, stagnant wages, result - full-time working poverty, homelessness.

evidence strings of Catastrophes

- Effect: Effect is a revolution in consciousness, majority are aware and getting angry, more people want to be in unions, → a greater determination to fight back by minority - CAT, Steel, Firestone, Detroit News-
- U.P.S is different, everyone knows about but also the economy has changed working conditions - 35 million part-time, outsport or contract work = that only we are real support!

France 95-96 → "don't want to live like America"

- How to win?: ~~How to~~ Carey "prepare for long strike", lessons of 1930's, how they Teamsters won really hard, 1934 - explain → committee - food, supplies, transport, picketing, phone-tree

U.P.S. will not surrender unless Why? Billionaires, PAC money

We glimpses of this today: McDonald Bros + Verizon, Shutting down 710 ground & air facilities, mass picketing - Boeing, Pratt & Whitney, NY 1000 CWA members & faculties joining Queens public Shut-down all communities

Lesson of CAT, Steel: Scale of production

Clarkett & Capitalism

Conclusion: U.P.S. remains a showdown, but is Corporate America. We live in shadow of CAT they want to humiliate workers & destroy its union movement. It must stop here!

Clarkett for Corporate America

Each struggle of factors, future is here.

We must win